

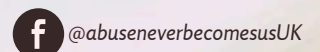
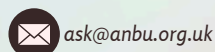
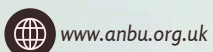


# ANBU UK DIRECTOR'S PACK

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# ANBU UK, supporting survivors of childhood sexual abuse (CSA) in the Tamil community.



ANBU UK is an independent UK registered charity, registered charity number: 1178540.



# WELCOME

Dear Applicant,

We would like to extend our welcome to you as you explore the ANBU UK Director vacancy. This pack aims to give you more background on us as an organisation and support you in your Director role application.

ANBU UK has been in operation since 2017, and we have not stopped since. We have delivered CSA awareness sessions and healthy relationship/safeguarding workshops for Tamil community groups, university students, Tamil schools, religious organisations, elders groups, non- Tamil organisations and the list grows and grows.

ANBU UK is an organisation like no other!

This is a unique and rare opportunity to enhance leadership experience, champion the Tamil experience in mental health and trauma support sectors whilst also supporting our community.

Thank you for taking the time to apply,

With thanks and gratitude,  
ANBU UK



## OUR VISION

*We envision a future where Tamil people who have been impacted by childhood sexual abuse can find their voice.*

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## OUR MISSION

*To provide healing and empowerment through holistic support, resources, and advocacy on behalf of Tamil people who have been impacted by childhood sexual abuse.*





The stigma of Childhood Sexual Abuse (CSA) and associated cultural complexities often **perpetuate silence**, which continue cycles of abuse, violence, inequalities, oppression, and other harmful expressions. Abuse experienced in childhood can have a lasting impact in adulthood, with survivors often experiencing post-traumatic stress disorder (PTSD), isolation, anxiety, depression and other difficulties. Some use damaging coping mechanisms such as substance misuse and self-harming, impacting quality of life.\*

ANBU UK works with the Tamil community's historical and present trauma (including experiences of war and displacement experienced in Sri Lanka) to explore the **community's capacity to heal whilst also breaking the silence and stigma associated with abuse within the Tamil community.**

[\*] Radford, L. et al (2011) Child abuse and neglect in the UK today

*ANBU has been missing from my life for so long, I feel like I've found a missing piece of the puzzle - one where I can talk about what my future could look like and move past the past. Thank you ANBU*

- Feedback from an event attendee



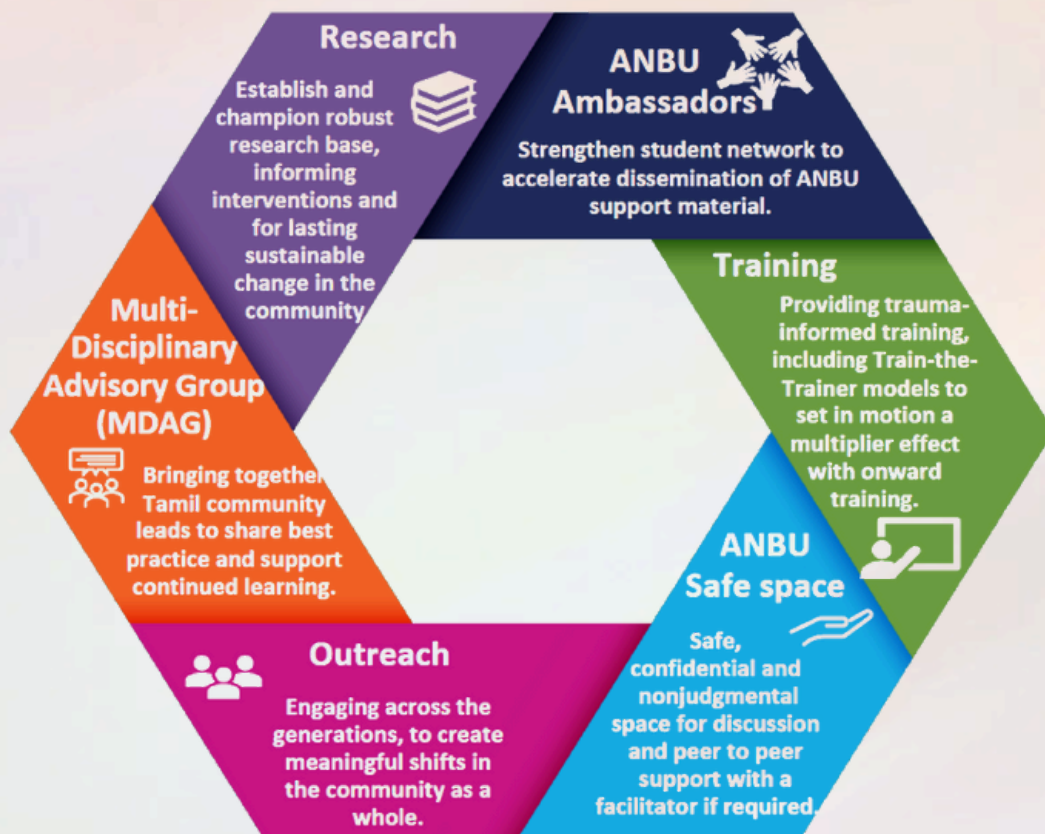
# SUPPORTING COMMUNITY EMPOWERMENT

# ANBU UK

ANBU, அன்பு, loosely translates to ‘love’ in Tamil and stands for Abuse Never Becomes Us. ANBU UK is a UK-registered charity, supporting survivors of childhood sexual abuse (CSA) in the Tamil community.

Our holistic approach includes combining conventional mainstream Western approaches to healing through innovation with Eastern and collective approaches, reflecting the dual identities of the communities we serve.

The diagram below illustrates the diverse activity ANBU UK prioritises as we build connection within the Tamil community and externally with other collaborators as it continues to grow:







ANBU UK has held various workshops, outreach and community initiatives working closely with community leaders, institutions and university groups to share psychoeducational support material and facilitate discussions on issues affecting the community both within the Tamil community and the wider South Asian community.

We have held many large-scale events including our most recent art exhibition titled '*Healing from Trauma*', showcasing artwork and performances on the theme. We also hosted a first-of-its-kind Research Symposium with a South Asian community focus in November 2022, looking specifically at '*Pathways to Collective and Individual Healing from Childhood Sexual Abuse.*'

ANBU UK champions research and advocacy in the CSA sector being a recognised member agency of The Survivors Trust, supporting survivors of sexual violence in the UK and Ireland. We carried out the first Needs Assessment focused on the UK Tamil community and contributed to a national inquiry led by the IICSA to strengthen services. We utilise multimedia for this purpose too, via radio and podcast interviews and maintaining a solid presence on our social media platforms.

We commenced with MDAG (Multi-Disciplinary Advisory Group) meetings with Tamil community members, facilitating collaboration between discipline areas to improve care outcomes for survivors of CSA, sexual abuse and trauma by sharing Best Practice.

Finally, we also deliver a number of therapeutic support services, catered specifically to Tamil survivors.



CULTURALLY  
INFORMED  
PRACTICE

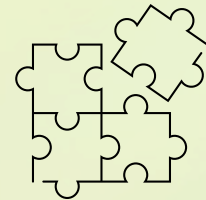
# SUPPORT SERVICES



**Transitions and  
Wellbeing Project  
(TWP)**



**Independent Sexual  
Violence Advisor (ISVA)**



**Brave Space Project**

## **The Transitions and Wellbeing Project (TWP)**

We delivered our first set of TWP sessions in 2019, which offered a series of support services for adult survivors of childhood sexual abuse. The initial project provided a choice of 3 group therapies that integrated traditional and non-traditional approaches, offering diversity of support options in recognition that every survivor is different with different needs and ways of healing. This included art therapy, yoga and talking therapy (free of charge to survivors).

All therapeutic sessions are facilitated by therapists or professional practitioners, registered to professional bodies, abiding by their Code of Ethics too, including BACP (counselling) and BAATN (art therapy).

TWP<sub>2</sub> was run by a Tamil Gestalt Therapist in 2022 and we are currently running TWP<sub>3</sub> from June to July 2024.





## ISVA (Independent Sexual Violence Advisor)

This service provides one to one ANBU Check-ins by a Tamil Independent Sexual Violence Advisor (ISVA) after both historical and/or recent sexual violence and abuse. The role is dedicated to providing emotional and tailored practical support for survivors of rape, sexual abuse and sexual assault.

## Brave Space Project

We will be launching our Brave Space Project in winter 2024. They will be monthly drop-in sessions for Tamil adult survivors of CSA run by an accredited therapist. This is a safe, confidential space for survivors to navigate their own healing journeys.

*Prior to the intervention, I felt so alone. I had told people that I was a survivor of child sexual abuse, but I had never met any other survivors, let alone embarked on healing with them. As a result of the loneliness I felt hopeless for my future, as I felt that nobody would understand what I was feeling, my fears of judgement and hopelessness. My mental health was deteriorating further every day.*

- Feedback from a TWP service user



# CENTERING SURVIVOR VOICE



# OUR VALUES

ANBU UK is one of very few ethnic minority-led charities with a childhood sexual abuse focus (the only one based in London). Providing quality, confidential, compassionate support is important to us. Here are our core values:

## THINKING AND ACTING WITH INTEGRITY

- Transparent and honest dialogues respecting all voices.
- Building trust within the community and with survivors, upholding the integrity of ANBU UK.

## EMBODYING COURAGEOUSNESS

- Boldly championing ANBU UK values and ideas.
- Being agents for change.

## RADIATING COMPASSION

- Expressing empathy and kindness to all members of the community.
- Supporting survivors with warmth, care, and sensitivity.

## EMBRACING GROWTH

- There may be instances where volunteers encounter attitudes which are not aligned with ANBU UK. Recognising we are individuals with different pathways to learning.
- Support constructive, non-judgemental discussions to facilitate growth.

## CATALYST FOR TRANSFORMATIVE THINKING

- Seek elevated approaches to strengthen the community.
- Moving beyond cultural norms to promote wellbeing for all.



# OUR TEAM

We are a community-led, survivor-centred organisation made up of a multi-disciplinary team of volunteers and survivors from a range of sectors including mental health services. Currently consisting of 26 volunteers in the structure below (may be subject to change before Director appointment).

|                   |                                     |                    |                     |                   |
|-------------------|-------------------------------------|--------------------|---------------------|-------------------|
| BOARD OF TRUSTEES | CHAIR: Vanajah<br>TREASURER: Arathi | Ahrabi<br>Gayathri | Hannah<br>Vanisha   |                   |
| DIRECTOR/<br>CEO  | Anuja                               |                    |                     |                   |
| LEAD TEAM         | Shavena<br>Nikalya                  | Akalya<br>Prianka  | Thurga<br>Pireyanha |                   |
| CORE TEAM         | Shankari<br>Sankeith                | Thilaksi<br>Ilakya | Bava<br>Lavan       | Saranka<br>Minoya |
| AMBASSADORS       | Nitharshana<br>Evon                 | Kanetta<br>Kuvekka | Saj                 |                   |

Within our team of volunteers, we have sub-groups that oversee and carry out tasks that specifically pertain to that group. These include Therapeutics, Safeguarding, HR, Finance, Media and Research teams.



*"It has impacted me emotionally, made me realise that support and help is there in this society which we are from. It has made me vulnerable and more open to my feelings and addressing such serious matters head-on."*

- Feedback from an event attendee